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a call to

RESIST

illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144

(617) 623-5110 / www.resistinc.org

Long Range Planning Committee- Minutes

April 17th 9:30am

Resist Office

Board of Directors

Eileen Bolinsky

Robin Carton

Pam Chamberlain

Kate Cloud

Ty dePass

Kay Mathew

Marc S. Miller

Jorge Rogachevsky

Henry Rosemont, Jr.

Carol Schachet

Abby Scher

Nancy Wechsler

Board of Advisors

Frank Brodhead

Bell Chevigny

Noam Chomsky*

Tess Ewing

Norm Fruchter

Renae Scott Gray

Debra Kay Jefferson

Frank Joyce

Hans Koning*

Paul Lauter*

June Lee

Penn Loh

Amanda Matos-González

Richard Ohmann*

Wayne O'Neil*

Carlos Otero

Grace Paley

Roxanna Pastor

Merble Reagon

Cheryl Smith

Amy Swerdlow

George Vickers

Fran White

* founding members

I. Debrief the April Board Meeting

A. What can we learn/ use for the next meeting?

-Issue of follow-up with the time-bind. Concerns about what to do with the information that gets generated at the meeting and who is charged to do the followup.

B. For the June meeting- two possible concrete goals:

- 1) closure on the LRPC survey
- 2) closure on personnel policy

II. The Long Range Planning Committee's role in supporting the personnel committee in their presentation at the next board meeting

A. June meeting- Hank and Abby will send out the revised personnel policy to the Board well in advance of the Board meeting.

-policy will serve as lens for discussing personnel issues: staff accountability, democratic staffing structure, staff roles, staff size (perhaps)

-the committee will investigate other models for structuring a democratic staff-board structure for aid in crafting this policy

-think about long-range planning for staffing structure- explicit and specific role expectations.

B. Possible model for the meeting structure:

- 1) presentation of the personnel policy
- 2) factual questions regarding the policy
- 3) (in small groups)
 - a. discussion of substantive changes
 - b. discussion of other substantive staffing issues not in the personnel policy or related to the policy
 - c. plenary of small groups
- 4) fine-tuning comments for the personnel committee
- 5) next steps (ex. vote now, revise and vote in Oct)

C. Given the focus on policy, it was suggested that someone besides Abby or Hank might want to serve as an additional facilitator for sections 3-5 (above). The Executive Committee or LRPC could be tapped for this role. Concern was also raised that the Personnel Policy is a big discussion topic and be a narrow vehicle for the broader discussion. Hank assured that the discussion would be broader than just the policy.

D. The discussion will take 2 hours

-focus on what needs to be done now and what needs to be done later as equally valuable

III. The Long Range Planning Committee's survey

A. Clarify aim, scope and use of survey

-Enclosed in the *Newsletter* for donors, grantees, colleagues to solicit feedback about the work of Resist and long-term visions. A suggestion that the survey be sent as a separate mailing rather than in the *Newsletter*. No clear decision was made between doing a separate mailing or enclosing with the *Newsletter*.

B. Review draft of Kay's survey- Much thanks to Kay for creating the first draft

-Concern about length and open-ended nature in terms of needing quantifiable and understandable results. Possible changes might:

ask people to rank order Resists' priorities

possibly separate questionnaires, or question sections, for different groups (e.g. grantees, donors)

-Ask people what they need from Resist and what their experience with Resist programs has been like

-suggestion of focus groups or one-on-one phone interviews rather than simply sending out a survey.

C. Other foundations' approach to this issue- examples of other surveys

Becca will send out copies of the Peace Development Fund's Listening Project as example of other foundation's process and results.

D. Next steps

Carol and Pam will revise the survey and email the draft to the LRPC for comments.

Depending on the comments, if necessary, there may be another LRPC meeting to discuss revisions. Once the results have come in committee members will evaluate their time and perhaps set up telephone interviews with selected respondents.

Grants Screening List
June 2002

1. Boston Mobilization

\$3000

971 Commonwealth Avenue, Suite #20, Boston, MA 02215 Roni Krouzman 617/782-2313

Funding for general support for a peace and justice organization working on four main programs, including youth empowerment project, campus and community organizing, and grassroots media projects.

Decision: Leave In _____ No X Undecided _____

Comments:

Budget is over \$135,000

2. Compassion

\$3000

140 West South Boundary Street, Perrysburg, OH 43551 Fred Moor 419/874-1333

Funding to publish and distribute two issues of a newsletter written and edited by death row inmates.

Decision: Leave In _____ No x Undecided _____

Comments:

Not organizing.

3. Create Me Free

\$3000

1811 North Wagon Wheels Place, Tucson, AZ 85745 Kathryn Vercillo 520/884-8646

Funding for the publication costs of a quarterly arts 'zine for prisoners.

Decision: Leave In _____ No X Undecided _____

Comments:

Looks much like Kathryn does all the work; No political analysis

4. Fighting Against Injustice Towards Harmony (FAITH)

\$2500

P.O. Box 164, Daytona Beach, FL 32115 Lamont Couch 386/238-7060

Funding for a project that will allow community members to identify drug and crime hot spots so that they can hold the sheriff accountable.

Decision: Leave In X No _____ Undecided _____

Comments:

Thin proposal but have a good base for community organizing.

5. Gathering of the Tribes**\$3000**

878 Warren Avenue, Venice, CA 90291 Sarah Kelly 310/452-9912

Funding for a 5-day conference and festival that will build networks and support those in the electronic dance movement.

Decision: Leave In _____ No X Undecided _____

Comments:

Arts without organizing

6. Gifford Pinchot Task Force**\$3000**

P.O. Box 61647, Vancouver, WA 98666 Susan Jane Brown 360/992-8733

Funding for a portion of the Communities and Ancient Forests Initiative which will include canvassing in urban areas to increase the diversity of membership.

Decision: Leave In _____ No X Undecided _____

Comments:

budget is: \$147,000 for project alone

7. Girlfriends**\$2970**c/o Cambridge Family & Children's Service, 929 Massachusetts Avenue, Cambridge, MA 02139 Lisa
Murphy 617/876-1235

Funding for general support for a group that provides peer support for queer women of color.

Decision: Leave In _____ No X Undecided _____

Comments:

social service

8. Greater Cincinnati Coalition for the Homeless**\$3000**

1506 Elm Street, Cincinnati, OH 45210 Alicia Beck 513/421-7803

Funding for community organizing as part of a project to create a Housing Trust Fund which will help increase the amount of local affordable housing.

Decision: Leave In _____ No X Undecided _____

Comments:

annual budget is \$169,000

9. Helping Activate Voices of Change (HAVOC)

\$3000

7001 Huntington Avenue, Lincoln, NE 68507 Janel Brown 402/476-2275

Funding for the conversion of a diesel bus to one capable of running on recycled vegetable oil which will provide the material for a group who will tour inner cities and conduct workshops around alternative energy.

Decision: Leave In _____ No X Undecided _____

Comments:

One time thing--no followup

10. Hilltop Community Gardens

\$2750

c/o University of Maine Cooperative Extension, 24 Main Street, Lisbon Falls, ME 04252 Kirsten Walter 207/753-6944

Funding for general support for an organization that that uses community gardening as a way of creating a healthy community while challenging the industrialized food system.

Decision: Leave In _____ No X Undecided _____

Comments:

Social service

11. Housing Justice, Inc.

\$3000

15 Lindenwood Drive, Littleton, CO 80120-4248 Berkeley Rich 303/794-3345

Funding for a faith-oriented three-hour curriculum about the causes and effects of the dirth of affordable housing in Colorado, which will be presented at multiple places of worship.

Decision: Leave In _____ No X Undecided _____

Comments:

Need answer to question #9.

12. Inside/Out Youth Services

\$932

c/o Community Council for Adolescent Development, 121 East Pikes Peak Avenue, #354, Colorado Springs, CO 80903 Tasha Hill 719/328-1056

Funding for the printing and distribution costs of brochure and resource cards, which will advertise the group's services for queer youth.

Decision: Leave In _____ No X Undecided _____

Comments:

social services

13. Islamic Society of Boston Outreach Center

\$3000

140 Prospect Street, Cambridge, MA 02139 Najiba Akbar 617/876-5444

Funding for a six-part activist training project, including know-your-rights and coalition-building portions, for an organization of Muslim activists.

Decision: Leave In _____ No X Undecided _____

Comments:

Budget is \$187,000

14. Making Change

\$2000

P.O. Box 3622, Santa Monica, CA 90408 Jennafer Yellowhorse 310/399-7020

Funding for the purchase of a computer for the Empowerment Center which serves as a resource for the Santa Monica homeless population.

Decision: Leave In X No _____ Undecided _____

Comments:

Could be good organizing.

15. Midnight Special Law Collective

\$2000

1837 8th Avenue, Oakland, CA 94606 Paul Marini 510/834-1883

Funding for the printing costs of the Know Your Rights Comix project, which seeks to educate urban youth of color about their legal rights when arrested.

Decision: Leave In _____ No X Undecided _____

Comments:

Legal service education rather than direct organizing. No follow up after distribution of comics

16. Mt. Kearsarge Indian Museum

\$2750

Kearsarge Mountain Road, P.O. Box 142, Warner, NH 03278 Mark Dionne 603/456-2600

Funding for the purchase of a copy machine for a center dedicated to increasing public awareness of Native American traditions, philosophy, and art.

Decision: Leave In _____ No X Undecided _____

Comments:

Budget is over \$200,000

17. Multi-Cultural Legal Center**\$2000**

309 East 100 Street, Salt Lake City, UT 84111 Sherrie Hayashi 801/486-1183

Funding for a media project that will promote self-advocacy among Spanish-language communities by educating them about their legal rights.

Decision: Leave In _____ No X Undecided _____

Comments:

No direct organizing component at the grassroots level

18. The Nia Project**\$300**

35 Boylston Street, Jamaica Plain, MA 02130 unknown unknown

Funding for the completion of a tenant organizing campaign at the Lenox Street Housing Development.

Decision: Leave In _____ No _____ Undecided X

Comments:

unclear whether Nia in Somerville still exists. Basic parts of application are missing; Unclear whether working with other (strong) local groups.

Call Ty about them, if he has not heard of them, then, No.

19. North Carolina Committee to Defend Health Care**\$2700**

1815 MLK Parkway #2, Suite #2, PMB #142, Durham, NC 27707 Dennis Lazof 919/402-0133

Funding for a summer internship program which will develop newspaper contacts to promote the need for Universal Health Care coverage..

Decision: Leave In X No _____ Undecided _____

Comments:

Marc knows the organizers, good politics.

20. North Carolina Peace Action Education Fund**\$3000**

P.O. Box 505 , Knightdale, NC 27545 Bridgette Burge 919/523-3193

Funding for the Peace List Enhancement Action Project, which utilizes demographic list enhancement as a way to better know and use group's membership base.

Decision: Leave In X No _____ Undecided _____

Comments:

Budget may be wish-list, call for clarification.

21. Oregon Research and Education Group**\$2,500**

PO Box 11122, Eugene, OR 97401 Stephanie Schroeder 541/684-8977

Funding for a long-term survey and management program of intact ecosystems to use for community education.

Decision: Leave In _____ No X Undecided _____

Comments:

Do research for others rather than do own organizing. Project of League of Wilderness Defenders- not own organization.

22. Oregon Progressive Alliance**\$2,000**

104 Commercial St NE, Salem, OR, 97301 Trey Smith 503/378-7812

Funding for a Peace Festival which will bring together progressive organizations to focus on Native American issues.

Decision: Leave In _____ No X Undecided _____

Comments:

Organizing Native American community but organizers are all white identified. No plan for follow-up.

23. Oregon ACORN**\$3,000**

7528 SE Foster Rd, Suite 205, Portland, OR, 97206 Andrew Ginsberg 503/ 788-4362

Funding for the 2002 "Grassroots Organizing Project" which seeks to expand the scope and strength of their neighborhood chapters.

Decision: Leave In _____ No X Undecided _____

Comments:

Budget is \$168,000

24. Organization for a New Eastside**\$2,800**

PO Box 11454 , Indianapolis, IN, 46201 Ken Moran 317/917-8922

Funding of general operating costs of a community organization that works to empower residents to take action for community change.

Decision: Leave In _____ No X Undecided _____

Comments:

Very mainstream in goals and focus. Have gotten a mix of mainstream funding. Problematic answers to questions # 10, 11.

25. Positively Speaking of San Diego**\$2,750**

3458 Adams Avenue, San Diego, CA, 92116 David Blair 619/ 299-9400

Funding to expand the multi-cultural AIDS education, prevention, and awareness programs of a comprehensive AIDS/HIV educational organization.

Decision: Leave In _____ No X Undecided _____

Comments:

Budget is almost \$300,000.

26. Prisoner Information Network**\$3000**

P.O. Box 165171, Salt Lake City, UT 84116 Marianne Johnstone 801/359-3589

Funding for a three month employee assistance program for an organization that provides individual support to inmates.

Decision: Leave In _____ No X Undecided _____

Comments:

Social service

27. Sacramento Homeless Organizing Committee**\$3000**

P.O. Box 2430, Sacramento, CA 95812 Paula Lomazzi 916/442-2156

Funding for Homeward, a bi-monthly street newspaper that serves as a resource for organizing homeless people and educating the public about homeless issues.

Decision: Leave In _____ No X Undecided _____

Comments:

Narrow view of issue, not really organizing, mostly education.

28. Singing with the Enemy**\$3000**

P.O. Box 811, Cambridge, MA 02238 Richarde Cambridge 617/547-4820

Funding for Presente!, a theatrical performance that focuses on political prisoners and prisoners of war in the US.

Decision: Leave In X No _____ Undecided _____

Comments:

referred by Hank. Could be effective organizing. Send script to Marc.

29. Tumbleweed Tour**\$3,000**

135 Hilliard Ave, Asheville, NC, 28801 Ingrid Johnson 828/771-4068 x2

Funding for a tour of three performers and political activists who will travel the country in a Bio-diesel van conducting workshops on environmental and globalization issues.

Decision: Leave In _____ No X Undecided _____

Comments:

No follow up. Only three people. No stated connections already made to these communities.

30. United Citizens and Neighbors**\$3,000**

411 West Park, Urbana, IL, 61801 Nancy Greenwalt 217/ 355-5169

Funding for a community campaign to expand the facilities at their neighborhood school which serves primarily African-American students.

Decision: Leave In _____ No X Undecided _____

Comments:

Not this project. Possibly general support.

31. Winter Center for Indigenous Traditions**\$2,754**

PO Box 328, Hanover, NH, 03755 Donna Moody 802/649-8870

Funding for the "Seeds of Hope Fundraising and Publicity Campaign" which includes an expansion of their email updates, the creation of a website, and increased media relations.

Decision: Leave In X No _____ Undecided _____

Comments:

Could be doing good work with Native communities.

32. Women's Health Services of Central Nebraska, Inc**\$3,000**

PO Box 5346, Grand Island, NE, 68802 Laura Urbanec 308/384-7625

Funding for improved equipment for performing colposcopy exams on women who have been diagnosed with abnormal pap smears.

Decision: Leave In _____ No X Undecided _____

Comments:

Budget is over \$900,000

Main Identity

From: "Robin Carton/Meredith Smith" <randm@igc.org>
To: "pam chamberlain and nicki croghan" <pamnicky@ix.netcom.com>; "Jorge R. Rogachevsky" <jrrogachevsky@smcm.edu>; <nanwec@aol.com>; <nwechsler@wellesley.edu>; <jorger946@aol.com>
Cc: "Carol Schachet (w)" <carols@resistinc.org>
Sent: Tuesday, May 21, 2002 8:16 PM
Subject: Minutes

Executive Committee
 Minutes
 5/21/02

Present: Robin Carton, Pam Chamberlain, Jorge Rogachevsky

1. Agenda for Board Meeting

Executive Committee: report back on Communication/Trust follow-up 20 minutes
 see spreadsheet attached

Personnel Committee: re Becca's Tenure 15 minutes

Board Development Committee: re updates on candidates 15 minutes

Long Range Planning: schedule, questionnaire 20 minutes

Long Range Planning Discussion: Personnel Issues 90 minutes

Grantmaking 150 minutes

2. Follow Up from Last Meeting

After reviewing the concerns raised previously, members divided up committees to touch base with them. Jorge spoke with Carol about the Communications Committee. He will also speak with Eileen about issues for the Board Development Committee. Pam will speak with the Long Range Planning Committee.

3. Focus of August Meeting

The August meeting is scheduled to address program issues. Many people tend to be on vacation in August. The August meeting has generally just been a grantmaking meeting. We might suggest to the Long Range Planning Committee that there may be a problem with having a significant discussion in August. Pam will e-mail the committee to bring this to their attention.

4. Becca's Tenure

Suggest to Personnel Committee that they bring a proposal to the June meeting for extending Becca's tenure. The Executive Committee suggests extending her tenure to August 31, 2002. Personnel Committee and/or Carol should determine whether Becca would/should be eligible for retirement benefits. Robin will speak with Abby

Executive Committee spreadsheet should go out with the agenda. The Agenda mailing should also include a notice that the Committees need chairs ASAP and to consider volunteering at the meeting.

Key Issue	Action/Intervention	Agent	Helpful Hints	Priority
Communication at Board Meetings				
<i>Mentoring</i>	Develop Guidelines Disseminate Guidelines Supervise Mentoring Process	Board Development Committee Board Development Committee Board Development Committee	April '02 Minutes/Bd Dev Minutes	
<i>Guidelines for Conduct of Meetings</i>	Participation of Board Members How Meetings Are Run How Decisions Are Made Meeting Protocol	Board Development Committee Board Development Committee Board Development Committee Board Development Committee	See April '02 Minutes	
<i>Chairing Meetings</i>	Selection and Training of Chairs Timekeepers Parking Lot Role of Chair	Executive Committee Executive Committee Executive Committee Executive Committee	See April '02 Minutes	
<i>Buddy System</i>	Evaluate Skills of Members Feedback System for Board Members	Long Range Planning Long Range Planning	See April '02 Minutes	
<i>Trust Building Activities</i>	Socializing Identifying Commonalities	Board Development Committee Board Development Committee	See April '02 Minutes	
Accountability/Implementation				
<i>Accountability</i>	Annual Calendar of Tasks Work Plan for Implementation of Tasks and Decisions Policy for Attendance at Meetings Committee Chairs/Membership/Charge	Staff/Executive Committee Oversight Staff/Executive Committee Oversight Board Development Committee Executive Committee	Prior Minutes	
<i>Decision-Making</i>	Identify Decisions vs. Suggestions Referral of Suggestions/Follow Through Identify Action Steps/Responsibility for Implementation Oversight of Issues for Review	Executive Committee Executive Committee Executive Committee Executive Committee		
<i>Information Sharing</i>	Identify and Communicate Work of Committees Provide Committee Minutes to Board Board Minutes Password Protected Area on Website to Access Information Archiving Materials Tracking Implementation of Decisions	Executive Committee Executive Committee Executive Committee Communications Committee Communications Committee Communications Committee		
<i>Solutions</i>	Resources Necessary to Accomplish Tasks "Traffic Cop"	Executive Committee		
Institutional Memory				
<i>Bringing People onto the Same Page</i>	Look at decision list for common basis of understanding	Executive Committee	Board Decision List	Low
<i>Bringing Issues to Closure</i>	Provide Time for Airing Concerns	Executive Committee		

a call to **RESIST** illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144

(617) 623-5110 / www.resistinc.org

BOARD Meeting - June 2, 2002 - 10:45 a.m.-4:30 pm

Place: Resist Office, 1st Floor Conference Room

259 Elm Street

Somerville, MA 02144

617/623-5110

Board of Directors

Eileen Bolinsky

Robin Carton

Pam Chamberlain

Ty dePass

Becca Howes-Mischel

Kay Mathew

Marc S. Miller

Jorge Rogachevsky

Henry Rosemont, Jr.

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Carlos Otero

Grace Paley

Roxanna Pastor

Merble Reagon

Cheryl Smith

Amy Swerdlow

George Vickers

Fran White

** founding members*

Present: Pam, Carol, Abby, Ty, Robin, Hank, Kay

1. Thanks were given to Carol for her terrific job with keeping the office on target during Robin's leave

2. Executive Committee: report back on Communication/Trust follow-up (see attached spreadsheet)

The Executive Committee made recommendations based on issues raised at the last meeting for tasks which need to be accomplished. Also addressed were questions regarding where to go to get information.

BOARD Development Role: deliberate need to work towards developing trust (including activities link socializing, identifying common goals etc.) Concretize mentoring process. Develop guidelines for conduct for meetings. Some materials may already exist. Common thread connects issues. Mentors need training in their role. Organizational culture issues and process issues are part of the guidelines. Perhaps put together a handbook for BOARD members with an overview of the process and history of the organization.

Abby has experience putting these handbooks together. She will send copies to Hank.

Pam reviewed other sections of the spreadsheet. Kay suggested that the Executive Committee make guidelines for committee chairs. Ty suggested that committees put together an annual work plan. Questions as to who has oversight of strong empowered chairs. Question raised as to how to solicit input from people not on committees.

Proposals: (1) Committees identified as stakeholders will come up with proposals for how to implement the plan developed by the Executive Committee.

(2) Committees will work on these issues and accept the charges assigned to them.

Proposal: To accept the Executive Committee overview as a charge to committees and for proposals as to how to implement. The committees will announce their agendas at upcoming meetings to solicit input. (Passed)

Vote: Yes 6 No 1

Between June and August start a new committee process: Committees will select chairs, announce upcoming meeting dates and agendas, solicit input.



3. Financial Report

There was a suggestion that the audit be presented to the BOARD for discussion. Some BOARD members feel that there needs to be a better system for them to be informed about finances. Would like the treasurer to do an informative presentation of finances. Budget training. Suggestion for a more robust financial committee. There was a question raised about current investments. Get investment advisor on committee or advisory BOARD. Budget needs to get entered into Peachtree.

Questions: Prospect mailing just went out

Suggestions:

-One page summary of budget would be helpful

4. Personnel Committee: re Becca's Tenure

Proposal for Extending Becca's Tenure:

-Extend her contract until August 31, 2003

-Provide benefits of full-time employee (particularly retirement match)

-Utilize the same job description (subject to revision)

Passed

5. BOARD Development Committee:

updates on candidates

One candidate Leila Farsakh, a Palestinian rights activist will be interviewed in June by Ty and Wec.

Chaumtoli Huck with the Taxi Worker's Alliance is interested. Abby will talk with the BOARD Development Committee about possible candidates. Hank suggests again that financial advisors be recruited.

There was a suggestion to recruit progressive religious candidates from communities of faith.

4. Long Range Planning:

Overview of Schedule:

Is the August meeting timeframe for programmatic issues still on target? Tends to be lightly attended.

Proposal: Keep the August meeting as scheduled, knowing that the BOARD may need to carry conversation forwards into October. The Long Range Planning Committee can meet to discuss how to carry the idea forwards. The LRPC will talk with the Grants Committee and Executive Committee. (Passed)

Questionnaire:

-Has been revised twice

-All stake holders will receive the survey (Donors, Grantees, Other Foundations, Organizations)

Survey of 5/23 (update) was reviewed. An inspirational first sentence to start the survey was suggested. Kay will think about what to say. It will primarily be sent out in a print version. Might follow with telephone conversations with Advisory BOARD and others. Ask folks for e-mail addresses. Would enable web-based surveys. The plan is to send out with the June Newsletter. Praise was given for how thoughtful and well designed the survey was. Recruit more responses from categories where response rate is low (demographically)

Move to accept questionnaire with Kay's revisions.

5. Long Range Planning Discussion: Personnel Issues

There were several major structural changes suggested by the Personnel Committee. These included:

(A) Office Manager (Charged with oversight)

(B) Voting status of Staff on BOARD

(C) Reporting (Staff to BOARD)

(D) Hiring process

Staff recommendations do not appear on the revised policy. There is no plan currently for how to discuss these suggestions.

A. Office Manager:

-The personnel committee presented their overview of this position as :

-A way to solve the issue of assignment responsibilities and communication while retaining an egalitarian approach. Ensures procedural tasks occur.

-Internally: Lead staff meetings, oversee documents production, utilize as a way to develop leadership, may redress power issues for newcomers, like a traffic cop rather than a supervisor.

Discussion:

Pam- Facilitates BOARD Communication. BOARD has a point person to ask for help from. As an add on is a lot more work. Is there any way to reduce the work load of the person in this role?

Ty- Not sure how this works. Is the issue access of BOARD to staff? Is this individual BOARD members talking to Staff or BOARD members charged by the entire BOARD to access Staff?

Abby: The idea is who gets internal information- Executive Committee or Personnel Committee?

Ty: Is this person's role oversight of the management of the staff work plan? Or is there

a larger role for this person to play? Is it a liaison between Staff and BOARD.

Kay: This a mechanism to encourage a more timely response. To solve issues of things that get lost between BOARD meetings. Foster responsiveness that doesn't happen Staff to BOARD or BOARD to Staff. Not supervising in nature. This would be a ombudsman role.

Pam: Walking around the conception of supervision. To what extent does Resist want the Staff more closely supervised? Mutual evaluation and support? Oversight? Self-criticism. More deliberate activity would be helpful. Regular BOARD members can't do enough oversight. Would take work to train the office manager to this role. Communication and supervision. Staff need to convince the BOARD about changes that are needed- the BOARD is slow to respond.

Carol: Underlying question: what is need is that this ombudsman role tries to fill? Is there a problem with inter-staff communication? To help the staff talk to each other? Is there a need to a staff filter? BOARD talk to one person only? Issues are still there since that person is staff as well.

Robin: This may reflect on an underlying issue- the apparent inability of the staff and BOARD to communicate with each other. There seems to be concerns that some members have about speaking up directly to the person who is not providing them with what they need. No process in Long Range Planning to address this. Office manager doesn't solve problem.

Abby: There is a need for reporting on a regular basis. Given a collective structure, there is a need to have someone responsible for oversight. Need to slow down the peppering of staff by the BOARD. Structural issues.

Carol: Reporting is a good point. People never read reports in the past, so the Staff stopped producing them. Reports are reasonable to expect. Issue of reports- who is accountable up the chain?

Kay: Reminds of committee work plan issue. With three staff there is really no need for another layer. Questions as to where unattributed questions go. Reporting, mechanisms for responsiveness from Staff and BOARD is unnecessary and a hinderance.

Hank: Hope is for a fourth staff person. So at that point there is a need for organization and management. Not clear where to take issues when conflict in interactions. Not good at quick responses- and part is due to lack of clarity of who to call. Want to be able to just call staff to discuss issues.

Ty: Don't see issue identified- accountability, continuity are not particular to collectives. Fiefdoms happen more in bureaucracies than in collectives. Problem is a vision of collective with no way to get there. Don't look at the interconnected nature of tasks. Assume all are equal but not connected. No way to surface problems in this picture. Power for oversight but no power to implement change. Chair of staff collective. Whole with individual parts related. What does it imply about future work/ changes? Can't have too loose functional job descriptions. Evaluation of staff function during period from vantage point of the whole. Still not getting back to essence of operation.

Abby: Chair of Staff Collective is a good name. Rotation is good. Who reports to is important. There are three responsibilities (1) Staff problems to personnel committee (report), (2) issue required reports done and going to Staff and Executive Committee, (3) Chair meetings and ensure mutual oversight happens (reports will help).

Hank: Mutual oversight and looking at inter-connected issues is a good role.

Pam: How to provide feedback for Staff about performance is hard for the BOARD who are not present. How to encourage mutual support and accountability. Need some support and accountability. Need some support for how to make it happen. What does this mean for job satisfaction?

Ty: Not really a structural change. It is a way of looking at work. Person needs to step back from their tasks to be able to have an overview. Need to reward people for doing this work. Really a stand question.

Kay: More concern about strengthening the bridge between Staff and BOARD. Staff collective is a subset of the Resist Collective. Still doubts about the chair of collective role.

Robin: More room to think about issues as reformulated and currently expressed.

Ty: Problem- If the staff produces reports, but have the impression that no one sees them. This is a problem for a broader collective. Need to define what reports are needed and who should produce them. Staff? Committee? Then the production of reports is a collective responsibility. If they are not being used, the collective needs to revisit the decision to produce reports.

Hank: As the organization gets larger, need to avoid being amorphous. Hierarchy does not mean undemocratic or elitist.

Abby: What is written is not the same as discussion. What are the next steps?

Carol: Still not entirely comfortable. Questions- problems the BOARD needs to address? Does this address them? Supervision/ support, things falling through cracks- are these staff problems, BOARD problems or Resist problems. These solutions seem more staff related. Is the right location for a bridge on the Staff or on the BOARD. Transparency- does reporting get to this perhaps? There is a lot people do that others are unaware of. If do oral presentation of the report to the BOARD- then people will look at it.

Ty: Password protected site on Resist's web site- reports can be posted there. Accessible information increases knowledge and trust.

Proposal: Come back with revised proposal after speaking with the staff about the character of a staff collective. Also, the form of reports that would be required. People with comments should contact Abby and Hank.

Personnel Policy:

Staff and Personnel Committee will look at the policy together.

B. Staff Membership on the BOARD:

Hank: Focus for discussion. Could be elected after probationary period. Just not after being hired.

Abby: Issue as Staff grows. Oversight an issue as percentage of Staff on the BOARD grows. Phase out Staff on BOARD entirely necessary in order to build the organization. Don't like idea of Staff on BOARD forever. Automatically keeping staff on BOARD is problematic. When they leave, the Staff could go onto the Advisory BOARD.

Pam: Most provocative part of recommendations. Asks to think. Hard to see phasing out

of the most inherent parts of Resist Staff role. Tension between creating a culture between the one the organization wants to maintain and be proud of and room for growth.

Ty: Since Staff can't vote on anything that affects it as employees- it is not clear why this is necessary. Other distinctions are artificial. Assumption: Staff are movement activists (like BOARD) who want to see Resist grow and develop. Compensated for making sure that Resist works day to day. Otherwise making unnecessary distinctions. The Staff's ability to vote on insight and beliefs pushes the BOARD to think about the issue. Since can't use voting in self-serving way, why eliminate Staff voting? With four Staff and twelve BOARD members, still has non-Staff out voting Staff.

Hank: Two people get paid for sitting here. No one else does. Difference between those compensated for movement activity and BOARD members. Someone good at the job but naive on a wide range of political matters. When person leaves there should be a sunset clause.

Carol: Underlying assumption- why do the staff pose a problem as voting members of the BOARD? No convincing answer. Need more sense of the danger posed. Personnel policies indicate Staff will attend meetings. The Staff thinks about the organization and overall health/ growth just like the non-Staff BOARD. Politically unsophisticated people are outvoted. So not a real concern. As the Staff increases they are a higher percentage of the BOARD, but that adds to the discussion. Don't see it as damaging to the health and vision of the organization.

Robin: The Staff does not always vote as a block. Can be outvoted by non-Staff BOARD members. There seems to be the suggestions that the staff is looking out more for themselves than the greater health of the organization.

Carol: Wording suggests that BOARD membership is not part of job tasks.

Ty: Under this plan, the BOARD decides who may be a BOARD member from the Staff. They may or may not be allowed to vote. If Resist believes that in a democracy everyone affected by a policy has input or can stop it if it has adverse consequences for them (whether majority or minority) it is important to maintain this role. The problem is with what the policy says.

Abby: It is a problem for some staff to have power by the virtue of BOARD participation or not.

Eileen (comments emailed to the Board and read at the meeting) "I'm against the suggestion to not allow staff to vote at board meetings. I think that allows for too much separation of board and staff. I also think staff opinions on grantees and other Resist issues is very important. "

Next Steps- Look at how to address issues that caused this policy question to be raised. Personnel committee will re-look at this issue.

6. Grantmaking

Carol: Half of the grants have no position on reproductive rights. All three of the Multi-years have no position. Should there be a higher bar?

**June 2002
GRANT DECISIONS**

Multi Year Grants

Renewal

1. Committee on U.S./Latin American Relations (CUSLAR) \$3,000

316 Anabel Taylor Hall, Cornell University, Ithaca, NY 14850 Hannah Wittman 607/255-7293

Funding for year three of multi-year general support for an organization that examines US military and economic policies in Latin America and the Caribbean.

Decision: Full X Partial No Undecided

Comments:

2. Survivors, Inc. \$3,000

95 Standard Street, Mattapan, MA 02126 Sandra Lyons 617-298-7311 masswelf@aol.com

Funding for year two of multi-year general support grant for a group that works to mobilize a welfare rights constituency to work toward more humane social policies.

Decision: Full X Partial No Undecided

Comments:

New

3. Appalachian Women's Alliance \$3,000

PO Box 688, Floyd, VA, 24091 Meredith Dean 540/745-5345

Multiyear funding for a multi-ethnic women's organization that organizes communities across Appalachia for social justice.

Decision: Full X Partial No Undecided

Comments:

One year with a letter about the lack of stance on reproductive rights. "Your work is admirable, but it is extraordinarily unusual for a women's group to refuse to take a stance on reproductive rights."

4. Filipino American Coalition for Environmental Solutions \$3,000

16 West 32nd Street, Suite 10B@, New York, NY, 10001 Angelica Jongco 212/594-4021

www.facessolutions.org

Multi-year funding for general support of an organization that focusing on anti-militarism and environmental justice efforts in the Philippines, and around the world.

Decision: Full X Partial No Undecided

Comments:

One year only. US soldiers in Mindenao contributing to polution.

5. Texas Alliance for Human Needs**\$3,000**

1016 East 12th Street, Austin, TX 78702-1056 Kerrin Lemieux

512/474-5019

www.txalliance.org

Multiyear funding for general support of an organization dedicated to supporting low-income community organizing initiatives.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Multi-year on condition that they confirm position on reproductive rights.

Central, Latin America and the Caribbean**6. Committee in Solidarity with Central American People (CISCAP)****\$2,000**

458 Blair Blvd., Eugene, OR, 97402 Scott Miksch 541/485-8633 ciscap@efn.org

Funding for general support for an organization working on Central American solidarity organizing around issues such as the US Plan Columbia, fair trade coalitions, and immigrant rights organizing.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Community Organizing/Anti-Racism**7. Alliance for Affordable Housing****\$0**

PO Box 1243, Santa Fe, New Mexico, 87504 Gabriel Nims 505/690-6609

www.santafealliance.org

Funding for a community outreach project which will raise community awareness about the decline of affordable housing while empowering those most effected to advocate for themselves.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Issue is not home ownership but its policies about housing. A CDC approach- not Resist.

8. Autonomous Zone**\$1,000**

1573 N. Milwaukee #420, Chicago, IL, 60622 Rachel 312/494-3456 azone@azone.org

Funding for general support of a radical community activist resource center.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

Questions about leadership- not clear representative of people of color. Free space alone does not make people feel like it is their space. Calender white-oriented. Space may be useful. Not clear level of organizing.

9. Fighting Against Injustice Towards Harmony (FAITH)**\$0**

P.O. Box 164, Daytona Beach, FL 32115 Lamont Couch 386/238-7060

Funding for a project that will allow community members to identify drug and crime hot spots in their community so that they can hold the sheriff accountable.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

gloried block watch

10. Making Change

\$1,000

P.O. Box 3622, Santa Monica, CA 90408 Jennafer Yellowhorse 310/399-7020

www.geocities.com/homelessm

Funding for the purchase of a computer for the Empowerment Center which serves as a space for the Santa Monica homeless population to organize for positive social change.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Ty will provide web-addresses for refurbished computers for \$1,000 can get two computers and a printer

11. North Carolina Peace Action Education Fund

\$0

P.O. Box 505, Knightdale, NC 27545 Bridgette Burge 919/523-3193

Funding for the Peace List Enhancement Action Project, which utilizes demographic list enhancement as a way to better know and use progressive group's membership base.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Come back for a different project. Look to the Benton Foundation for funding.

12. Organize! Ohio

\$3,000

3615 Superior Avenue, Building 31, 4th Floor, Cleveland, OH 44114-4131 Larry Bresler
216/431-6070

Funding for quarterly regional meetings and statewide gatherings that bring together progressive organizers in Ohio to share information and strategies, build organizing skills, and set a foundation for collaborative work.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Economic Justice

13. ActionLA

\$0

4167 S. Normandie Ave, Los Angeles, CA, 90030 Lee Siu Hin 323/389-4593

www.ActionLA.org

Funding for general support for organizing the Los Angeles and Irvine boycotts of Taco Bell while organizing a city-wide education campaign for immigrant rights and anti-sweatshop struggles.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

14. Kentucky Jobs with Justice**\$3,000**

7902 Old Minors Lane, Louisville, KY 40219-3055 Maria Price 502/625-3724 www.kyjwj.org

Funding to launch the Economic Education Initiative, a joint project with Just Economics that seeks to strengthen the local Living Wage Campaign.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

15. Partners for Global Justice and Sustainable Communities**\$0**

714 Howell Street, Missoula, MT 59802 Christophe Olsen 406/728-2618

www.globaljas.org

Funding for the Global Justice Action Summit, which will bring together globalization activists to identify and develop specific tools organizers can use to build sustainable socially just communities.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Come back after the conference with an organizing event.

16. Southeast Regional Welfare Rights Network**\$2,000**

5808 Wexford Lane, Knoxville, TN, 37921 Jay Mazon 865/523-8009 Jay8@icx.net

Funding for a new organization to host the first welfare rights conference in the South that will be organized by grassroots organizations.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

Environmental**17. Center for Environmental Politics****\$3,000**

101 E. Broadway, Suite 415, PO Box 9375, Missoula, MT, 59807 Dori Gilels 406/543-6154

Funding for Montana Political Accountability Project which will seek to hold public officials accountable for their stands on environmental and social justice issues.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Will they participate in #15's summit?

18. Center for Environmental Equity**\$3,000**

610 SW Alder, #1021, Portland, OR, 97205 Larry Tuttle 503/221-1683

nevermined@earthlink.net

Funding for the *Taking AIMS Project* which investigates and publicizes the effects of abandoned and inactive mineral mines (AIMS) on health, water quality, community viability and taxpayer liabilities and organizes support for new mining laws.Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Health/AIDS/Disability

19. Global Justice

\$0

30 JFK Street, 4th Floor, Cambridge, MA, 02138

Adam Taylor 617/818-2510

www.stopglobalaids.org

Funding for two interns for an organization that seeks to mobilize a multi-racial student movement to address the global AIDS crisis.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

20. Institute for Social Ecology- Biotechnology Project

\$3,000

1118 Maple Hill Road, Plainfield, VT, 05667 Arthur Foelsche

802/454-7138

www.nerage.org

Funding for general support for an organization focusing on expanding their regional network on biotechnology, campaigns about genetic engineering, and community education about the relationship between biotechnology and social oppressions.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

21. North Carolina Committee to Defend Health Care

\$1,500

1815 MLK Parkway #2, Suite #2, PMB #142, Durham, NC 27707

Dennis Lazof 919/402-

0133 www.NCdefendhealthcare.org

Funding for a summer internship program which will develop media contacts to promote the need for Universal Health Care coverage within North Carolina.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Labor

22. Portland Jobs with Justice

\$3,000

123 Northeast 3rd Avenue, Suite 505, Portland, OR 97232

Chris Ferlazzo 503/236-5573

www.jwjpx.org

Funding for a technology upgrade for an organization that is focused on building mobilization capacity while encouraging collaboration between various consistencies.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

23. School of Labor- University of the Poor**\$0**

1800 Kilbourne Place NW, Washington, DC, 20850 Todd Cherkis 202/483-1368

www.universityofthepoor.org

Funding for general support of a mentorship program, campaign support, and labor roundtable events for an organization that brings together low-wage workers' organizations.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Media/Culture**24. Cascadia Media Collective****\$1,500**

PO Box 703, Eugene, OR, 97440 Lisa Igoe 541/688-2809 thecmc@efn.org

Funding for the distribution costs of the "Guerrilla Media Primer" which teaches activists the basics of activist videography.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

25. Prometheus Radio Project**\$2,200**

P.O. Box 42158, Philadelphia, PA 19101 Caroline Leopold 215/727-9620

www.prometheusradio.org

Funding for a campaign to increase citizen access to the FM radio band through activist trainings, participatory action research, and mobilizing media activists for direct actions against the FCC and corporate media outlets.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

26. Singing with the Enemy**\$0**

P.O. Box 811, Cambridge, MA 02238 Richard Cambridge 617/547-4820

Funding for Present!, a theatrical performance that focuses on political prisoners and prisoners of war in the US.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Native American

27. Winter Center for Indigenous Traditions

\$0

PO Box 328, Hanover, NH, 03755 Donna Moody 802/649-8870 wcit@valley.net

Funding for the "Seeds of Hope Fundraising and Publicity Campaign" for an organization focused on the continuity and enhancement of Native cultural traditions.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

No clear organizing links. Not a Resist priority.

Peace/Anti-Militarism

28. April 20th Mobilization

Defer

1328 Florida Avenue, NW 2nd Floor, Washington, DC 20009 Kevin Heffel 202/265-3980

kheffel@afsc.org

Funding to cover the costs remaining from the National April 20th March on Washington to protest US policy after September 11th.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐

Comments:

Come back for general support to be considered in August.

202299-1050

29. Downwinders, Inc.

\$1,500

PO Box 111, Lava Hot Springs, ID, 83246 Preston Trumen 208/776-5903

www.downwinders.org

Funding for an organizing meeting of communities affected by nuclear fallout that will launch a public campaign against the resumption of nuclear weapons development and testing.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐

Comments:

Concern about the lack of demographic information. No position on reproductive rights or awareness of specific reproductive concerns associated with fall-out.

30. Pikes Peak Justice and Peace Commission

\$2,000

29 South Institute, Colorado Springs, CO 80903 Dorothy Schlaeger 719/632-6189

www.pikespeakjusticeandpeace.org

Funding for publication for weekly advertisements in the *Colorado Springs Independent* which will publicize the organization's political positions and events to the greater Colorado Springs community.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

For general support.

Prisoners

31. Criminal Justice Ministries

\$2,500

PO Box 4718, Des Moines, IA, 50306 Meredith Bruns

515/282-0549 cjmcre@mchsi.com

Funding for the "Iowa CURE" project which empowers low- and moderate-income people to organize for criminal justice reform.

Decision: Full _____ Partial X No _____ Undecided _____

Comments:

Think broader about the issue before coming back for funding.

Women

32. Lehigh Valley CUREs

\$0

P.O. Box 147, Bethlehem, PA 18016 Anna Redclay 610/653-7113

Funding for outreach to the Latino community, which will include translating a brochure and the creation of a Latino Youth Advisory group, for an organization working to ensure the quality and safety of local reproductive health care.

Decision: Full _____ Partial _____ No X Undecided _____

Comments:

Gay community and reproductive rights issue. Not coming out of the community where the organizing is happening. Come back with more specifics about connections to Latino community.

33. Religious Coalition for Reproductive Choice

\$2,800

PO Box 1129, Brookline, MA, 02446 Rosemary Candelario 617/522-2964 www.rcrcofma.org

Funding for the distribution costs of the biannual newsletter "Keeping the Faith for Choice" which provides information and analysis for organizing around reproductive rights from a religious perspective.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

For general support.

34. Young Women United

\$3,000

P.O. Box 12261, Albuquerque, NM 87195 Ann Caton 505/831-8930

Funding for Circle of Strength, a community organizing and leadership development project that will bring teenage women of color together to organize around issues that are central to their lives.

Decision: Full X Partial _____ No _____ Undecided _____

Comments:

Youth

35. Nia Project

\$0

35 Boylston Street, Jamaica Plain, MA 02130 unknown unknown

Funding for a Youth Organizing Collective program that is organizing tenants at the Lenox Street Housing Development to reclaim their community.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐

Comments:

Too big. No information about income.

36. Quilombo Collective NYC

\$3,000

616 West 137th Street, #2-D, New York, NY, 10031 Rosalyn Pérez 347/526-2889

quilombo_summer@hotmail.com

Funding for the Quilombo Summer program, a radical summer education program that focuses on popular education and social justice organizing for working class youth of color.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

37. Seattle Young People's Project

\$3,000

123 21st Avenue, Seattle, WA, 98122 Mike Graham-Squire 206/860-9606 www.sypp.org

Funding for the Youth Undoing Racism project which seeks to create a youth led anti-racism movement in Seattle.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐

Comments:

Total Number of Requests 32 regular grants; 5 multi-year grants; 0 emergency grants; 0 loans;
25 not on agenda

Total Amount Requested: \$ 105,459

Total Allocation for Cycle: \$ 81,400

Total Grants: \$ 53,000 regular grants; \$ 9,000 multi-year grants; \$ 0 emergency grants

Total Loans: \$0

Total Allocated: \$ 62,000

Total # of Grants Allocated: 22 regular grants; 3 multi-year grants; 0 emergency grants

Total # of Loans Allocated: 0

Total # of Grants and Loans: 25

NOT ON AGENDA

1. Boston Mobilization

971 Commonwealth Avenue, Suite #20, Boston, MA 02215 Roni Krouzman 617/782-2313

Funding for general support for a peace and justice organization working on four main programs, including youth empowerment project, campus and community organizing, and grassroots media projects.

Reason: Budget is over \$135,000

2. Compassion

140 West South Boundary Street, Perrysburg, OH 43551 Fred Moor 419/874-1333

Funding to publish and distribute two issues of a newsletter written and edited by death row inmates.

Reason: Not organizing.

3. Create Me Free

1811 North Wagon Wheels Place, Tucson, AZ 85745 Kathryn Vercillo 520/884-8646

Funding for the publication costs of a quarterly arts 'zine for prisoners.

Reason: Not organizing. Looks much like Kathryn does all the work; No political analysis

4. Gathering of the Tribes

878 Warren Avenue, Venice, CA 90291 Sarah Kelly 310/452-9912

Funding for a 5-day conference and festival that will build networks and support those in the electronic dance movement.

Reason: Arts without organizing

5. Gifford Pinchot Task Force

P.O. Box 61647, Vancouver, WA 98666 Susan Jane Brown 360/992-8733

Funding for a portion of the Communities and Ancient Forests Initiative which will include canvassing in urban areas to increase the diversity of membership.

Reason: budget is: \$147,000 for project alone

6. Girlfriends

c/o Cambridge Family & Children's Service, 929 Massachusetts Avenue, Cambridge, MA 02139

Lisa Murphy 617/876-1235

Funding for general support for a group that provides peer support for queer women of color.

Reason: social service

7. Greater Cincinnati Coalition for the Homeless

1506 Elm Street, Cincinnati, OH 45210 Alicia Beck 513/421-7803

Funding for community organizing as part of a project to create a Housing Trust Fund which will help increase the amount of local affordable housing.

Reason: annual budget is \$169,000

8. Helping Activate Voices of Change (HAVOC)

7001 Huntington Avenue, Lincoln, NE 68507 Janel Brown 402/476-2275

Funding for the conversion of a diesel bus to one capable of running on recycled vegetable oil which will provide the material for a group who will tour inner cities and conduct workshops around alternative energy.

Reason: One time thing--no followup

9. Hilltop Community Gardens

c/o University of Maine Cooperative Extension, 24 Main Street, Lisbon Falls, ME 04252 Kirsten Walter 207/753-6944

Funding for general support for an organization that that uses community gardening as a way of creating

a healthy community while challenging the industrialized food system.

Reason: Social service

10. Housing Justice, Inc.

15 Lindenwood Drive, Littleton, CO 80120-4248 Berkeley Rich 303/794-3345

Funding for a faith-oriented three-hour curriculum about the causes and effects of the lack of affordable housing in Colorado, which will be presented at multiple places of worship.

Reason: Need answer to question #9. Not a political organizing project.

11. Inside/Out Youth Services

c/o Community Council for Adolescent Development, 121 East Pikes Peak Avenue, #354, Colorado Springs, CO 80903 Tasha Hill 719/328-1056

Funding for the printing and distribution costs of brochure and resource cards, which will advertise the group's services for queer youth.

Reason: social services

12. Islamic Society of Boston Outreach Center

140 Prospect Street, Cambridge, MA 02139 Najiba Akbar 617/876-5444

Funding for a six-part activist training project, including know-your-rights and coalition-building portions, for an organization of Muslim activists.

Reason: Budget is \$187,000

13. Midnight Special Law Collective

1837 8th Avenue, Oakland, CA 94606 Paul Marini 510/834-1883

Funding for the printing costs of the Know Your Rights Comix project, which seeks to educate urban youth of color about their legal rights when arrested.

Reason: Legal service education rather than direct organizing. No follow up after distribution of comics

14. Mt. Kearsarge Indian Museum

Kearsarge Mountain Road, P.O. Box 142, Warner, NH 03278 Mark Dionne 603/456-2600

Funding for the purchase of a copy machine for a center dedicated to increasing public awareness of Native American traditions, philosophy, and art.

Reason: Budget is over \$200,000

15. Multi-Cultural Legal Center

309 East 100 Street, Salt Lake City, UT 84111 Sherrie Hayashi 801/486-1183

Funding for a media project that will promote self-advocacy among Spanish-language communities by educating them about their legal rights.

Reason: No direct organizing component at the grassroots level

16. Oregon Research and Education Group

PO Box 11122, Eugene, OR 97401 Stephanie Schroeder 541/684-8977

Funding for a long-term survey and management program of intact ecosystems to use for community education.

Reason: Do research for others rather than do own organizing. Project of League of Wilderness Defenders- not own organization.

17. Oregon Progressive Alliance

104 Commercial St NE, Salem, OR, 97301 Trey Smith 503/378-7812

Funding for a Peace Festival which will bring together progressive organizations to focus on Native American issues.

Reason: Organizing Native American community but organizers are all white identified. No plan for follow-up.

18. Oregon ACORN

7528 SE Foster Rd, Suite 205, Portland, OR, 97206 Andrew Ginsberg 503/ 788-4362

Funding for the 2002 "Grassroots Organizing Project" which seeks to expand the scope and strength of their neighborhood chapters.

Reason: Budget is \$168,000

19. Organization for a New Eastside

PO Box 11454 , Indianapolis, IN, 46201 Ken Moran 317/917-8922

Funding of general operating costs of a community organization that works to empower residents to take action for community change.

Reason: Very mainstream in goals and focus. Have gotten a mix of mainstream funding. Problematic answers to questions # 10, 11.

20. Positively Speaking of San Diego

3458 Adams Avenue, San Diego, CA, 92116 David Blair 619/ 299-9400

Funding to expand the multi-cultural AIDS education, prevention, and awareness programs of a comprehensive AIDS/HIV educational organization.

Reason: Budget is almost \$300,000.

21. Prisoner Information Network

P.O. Box 165171, Salt Lake City, UT 84116 Marianne Johnstone 801/359-3589

Funding for a three month employee assistance program for an organization that provides individual support to inmates.

Reason: Social service

22. Sacramento Homeless Organizing Committee

P.O. Box 2430, Sacramento, CA 95812 Paula Lomazzi 916/442-2156

Funding for Homeward, a bi-monthly street newspaper that serves as a resource for organizing homeless people and educating the public about homeless issues.

Reason: Narrow view of issue, not really organizing, mostly education.

23. Tumbleweed Tour

135 Hilliard Ave, Asheville, NC, 28801 Ingrid Johnson 828/771-4068 x2

Funding for a tour of three performers and political activists who will travel the country in a Bio-diesel van conducting workshops on environmental and globalization issues.

Reason: No follow up. Only three people. No stated connections already made to these communities.

24. United Citizens and Neighbors

411 West Park, Urbana, IL, 61801 Nancy Greenwalt 217/ 355-5169

Funding for a community campaign to expand the facilities at their neighborhood school which serves primarily African-American students.

Reason: Not a priority. Not this project. Possibly general support.

25. Women's Health Services of Central Nebraska, Inc

PO Box 5346, Grand Island, NE, 68802 Laura Urbanec

308/384-7625

Funding for improved equipment for performing colposcopy exams on women who have been diagnosed with abnormal pap smears.

Reason: Budget is over \$900,000

Key Issue	Action/Invervention	Agent	Helpful Hints	Priority
Communication at Board Meetings				
<i>Mentoring</i>	Develop Guidelines Disseminate Guidelines Supervise Mentoring Process	Board Development Committee Board Development Committee Board Development Committee	April '02 Minutes/Bd Dev Minutes	
<i>Guidelines for Conduct of Meetings</i>	Participation of Board Members How Meetings Are Run How Decisions Are Made Meeting Protocol	Board Development Committee Board Development Committee Board Development Committee Board Development Committee	See April '02 Minutes	
<i>Chairing Meetings</i>	Selection and Training of Chairs Timekeepers Parking Lot Role of Chair Board Development	Executive Committee Executive Committee Executive Committee Executive Committee	See April '02 Minutes	
<i>Buddy System</i>	Evaluate Skills of Members Feedback System for Board Members	Board Development Board Development	See April '02 Minutes	
<i>Trust Building Activities</i>	Socializing Identifying Commonalities	Board Development Committee Board Development Committee	See April '02 Minutes	
Accountability/Implementation				
<i>Accountability</i>	Annual Calendar of Tasks Work Plan for Implementation of Tasks and Decisions Work Plan for Committees Policy for Attendance at Meetings; Committee Chairs/Membership/Charge- Guidelines for Committee Chair	Staff/Executive Committee Oversight Staff/Executive Committee Oversight Staff/Executive Committee Oversight Board Development Committee Executive Committee	Prior Minutes	
<i>Decision-Making</i>	Identify Decisions vs. Suggestions Referral of Suggestions/Follow Through Identify Action Steps/Responsibility for Implementation Oversight of Issues for Review	Executive Committee Executive Committee Executive Committee Executive Committee		
<i>Information Sharing</i>	Identify and Communicate Work of Committees Provide Committee Minutes to Board Board Minutes Password Protected Area on Website to Access Information Archiving Materials Tracking Implementation of Decisions	Executive Committee Executive Committee Executive Committee Communications Committee Communications Committee Communications Committee		
<i>Solutions</i>	Resources Necessary to Accomplish Tasks "Traffic Cop"	Executive Committee		
Institutional Memory				
<i>Bringing People onto the Same Page</i>	Look at decision list for common basis of understandindg	Executive Committee	Board Decision List	Low
<i>Bringing Issues to C</i>	Provide Time for Airing Concerns	Executive Committee		